

WFXJ-AM, WJBT-FM, WKSL-FM, WQIK-FM, WSOL-FM, WWJK-FM

EEO PUBLIC FILE REPORT

October 1, 2013 - September 30, 2014

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Program Director	1-2, 4, 6-9, 12-15, 17-18, 20-21, 24-25, 27-30	12
RADIO ACCOUNT EXECUTIVE	2, 4-9, 12, 15, 17-21, 24-25, 27-30	5
RADIO ACCOUNT EXECUTIVE	2, 4-9, 12, 15, 17-21, 24-25, 27-30	12
RADIO ACCOUNT EXECUTIVE	2, 4-9, 12, 15, 17-21, 24-25, 27-30	12
RADIO ACCOUNT EXECUTIVE	2, 4-9, 12, 15, 17-21, 24-25, 27-30	12
Sales Assistant	1-2, 4-9, 12-13, 15-18, 20-21, 24-25, 27-30	16
RADIO ACCOUNT EXECUTIVE	1-2, 4-9, 12-13, 15, 17-21, 24-25, 27-30	12
RADIO ACCOUNT EXECUTIVE	1-2, 4-9, 12-13, 15, 17-21, 24-25, 27-30	19
Digital Content Coordinator	1-2, 4-9, 12, 15, 17-18, 20-21, 24-25, 27-30	12
Sales Assistant	1-2, 4-13, 15, 17-18, 20-25, 27-30	5
Radio Account Executive	1-13, 15, 17-30	13
Sales Assistant	1-2, 4-10, 12-13, 15, 17-18, 20-25, 27- 30	5

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Music 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Fax : 1-310-457-8058 Joel Denver	N	1
2	Bethune Cookman College 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, Florida Phone : 386-481-2143 Email : bonnerd@cookman.edu Davita Bonner	N	0
3	CareerBuilder.com 11700 Central Parkway Jacksonville, Florida 32224 Phone : 904-636-0507 Jeffery Worthington Manual Posting	N	2
4	Edward Waters College 16508 Kings Road Jacksonville, Florida 32209 Phone : 904-470-8007 Email : kathy.foreman@ewc.edu Kathy Foreman	N	0
5	Employee Referral	N	12
6	Flagler College P.O. Box 1027 St. Augustine, Florida Phone : 904-829-6481 Email : careerservices@flagler.edu Career Services	N	0
7	Florida A&M 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida 32307 Email : delores.dean@famu.edu Delores Dean	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Florida State College of Jacksonville 101 State Street Building B-100 Jacksonville, Florida 32202 Phone : 904-633-8492 Email : kameyer@fscj.edu Career Services	N	0
9	Florida State University Career Center University Center 4th Level Tallahassee, Florida Phone : 850-644-6493 Email : Jkronholz@fsu.edu Julia Kronholz	N	0
10	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com OpenHire Source Manual Posting	N	0
11	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
12	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	25
13	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	12
14	Indeed.com - not directly contacted by SEU	N	2

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15	Internal Posting 11700 Central Parkway Jacksonville, Florida 32224 Jeffery Worthington Manual Posting	N	0
16	Internal Transfer/Promotion	N	1
17	Jacksonville University 2800 N. University Blvd. Jacksonville, Florida 32211 Phone : 904-256-7054 Email : careers@ju.edu Barbara Vick	N	0
18	Jones College 5353 Arlington Expressway Jacksonville, Florida 32211 Phone : 904-743-1122 Email : deans@jones.edu Dan Guthrie	N	0
19	LinkedIn.com 11700 Central Parkway Jacksonville, Florida 32224 Phone : 904-636-0507 Jeffery Worthington Manual Posting	N	2
20	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
21	N.A.A.C.P. 1725 Oakhurst Ave. Jacksonville, Florida 32208 Phone : 904-764-7578 Email : jaxnaacp@comcast.net Isaiah Rumlin	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net OpenHire Source Manual Posting	N	0
23	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com OpenHire Source Manual Posting	N	0
24	The Arc Jacksonville 1 UNF Drive Jacksonville, Florida 32224 Phone : 904.355.0155 x 420 Url : http://www.arcjacksonville.org/ Email : shamilton@arcjacksonville.org Susan Hamilton	N	0
25	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	N	0
26	The Ladders 11700 Central Parkway Jacksonville, Florida 32224 Phone : 904-636-0507 Jeffery Worthington Manual Posting	N	0
27	University of Central Florida 1200 W. International Speedway Daytona Beach, Florida Phone : 407-823-5959 Email : sharisse.kenney@ucf.edu Sharisse Kenney	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	University of Florida College of Journalism & Communications PO Box 118400 Gainesville, Florida Phone : 352-392-0466 Url : http://www.jou.ufl.edu/ Email : kgraham@jou.ufl.edu Fax : 1-352-846-2484 Katrice Graham	N	0
29	University of North Florida 4567 St. Johns Bluff Road Jacksonville, Florida 32216 Phone : 904-620-2955 Email : rtrobert@unf.edu Rick Roberts	N	0
30	Workforce Florida 215 North Market Street #340 Jacksonville, Florida 32202 Phone : 904-798-9229 Url : www.worksourcefl.com Email : vphillips@worksourcefl.com Vanessa Phillips	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			57

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/1/2013	Establishment of an intern program designed to assist members of the community	<p>Our SEU hosted a number of interns throughout the reporting period, as described in further detail below. Interns worked closely with SEU staff to learn the “behind-the-scenes” functioning of a radio station. Interns also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.</p> <p>Fall 2013</p> <p>Macomb Community College</p> <p>1 intern worked for the Programming Department from October 2013 through January 2104 and was supervised by the Assistant Program Director</p> <p>The University of North Florida</p> <p>1 intern worked for the Promotions Department from August 2013 through December 2013 and was supervised by the Promotion Director.</p>	See description	See description
2	11/4/2013	Establishment of training programs for station personnel	<p>The Director of Commercial Traffic Operations South Region developed and implemented a training program to teach our Receptionist then sales assistant the skills necessary for the Traffic Director position. Among other things, the training covered the two most fundamental skills for traffic, order entry and commercial log management. SEU participants included the Director of Commercial Traffic Operations South Region and the SEU traffic manager. This training program occurred over a six week period.</p>	See description	See description

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	1/1/2014	Establishment of an intern program designed to assist members of the community	<p>Our SEU hosted a number of interns throughout the reporting period, as described in further detail below. Interns worked closely with SEU staff to learn the “behind-the-scenes” functioning of a radio station. Interns also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.</p> <p>Winter/Spring 2014</p> <p>The University of North Florida</p> <p>1 intern worked for the WXFJ Programming Department from January 2014 through April 2014 and was supervised by the WFXJ On Air Talent.</p> <p>1 intern worked for the WNWW Programming Department from January 2014 through April 2014 and was supervised by the WNWW PM Drive On Air Talent.</p> <p>3 interns worked for the Promotions Department from January 2014 through April 2014 and were supervised by the Promotion Director.</p> <p>2 interns worked for the Sales Department from January 2014 through April 2014 and were supervised by the Executive Assistant.</p> <p>Edward Waters College</p> <p>1 intern worked for the Promotions Department from January 2014 through March 2014 and were supervised by the Marketing & Promotions Director.</p>	See description	See description

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	1/2/2014	Establishment of training programs for station personnel	The National IHeartMedia Urban format Director/ SEU Operations Manager based in Jacksonville developed and implemented a training program to teach our Programming Executive Assistant the skills necessary for Music Director /Assistant Program Director position. Among other things, the training covered the use of the NexGen automation system as well as the use of G-Selector Software for music scheduling. SEU participants included the Format Director and the SEU Program Director. This training program occurred over a month's period, and she is now scheduling music for one station under the direction of the Program Director.	See description	See description
5	5/1/2014	Establishment of an intern program designed to assist members of the community	Our SEU hosted a number of interns throughout the reporting period, as described in further detail below. Interns worked closely with SEU staff to learn the "behind-the-scenes" functioning of a radio station. Interns also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.	See description	See description

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
			<p>Summer 2014</p> <p>The University of North Florida 1 interns worked for the Sales Department from May 2014 through August 2014 and were supervised by the Executive Assistant.</p> <p>2 interns worked for the WNWW Programming Department from January 2014 through April 2014 and was supervised by the WNWW PM Drive On Air Talent.</p> <p>1 intern worked for the Promotions Department from June 2014 through August 2014 and was supervised by the Marketing & Promotions Director.</p> <p>State University of New York 1 intern worked for the Promotions Department from June 2014 through August 2014 and was supervised by the Marketing & Promotions Director.</p> <p>Florida State University 1 intern worked for the Promotions Department from June 2014 through August 2014 and was supervised by the Promotion Director.</p> <p>University of Central Florida 1 intern worked for the Promotions Department from June 2014 through August 2014 and was supervised by the Marketing & Promotions Director.</p>		